

What is Registered Apprenticeship?

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A registered apprenticeship is a proven workforce solution for businesses to recruit, train and retain highly skilled workers now and for the future.

Apprenticeship programs offer a combination of on-the-job learning and related technical and classroom instruction.

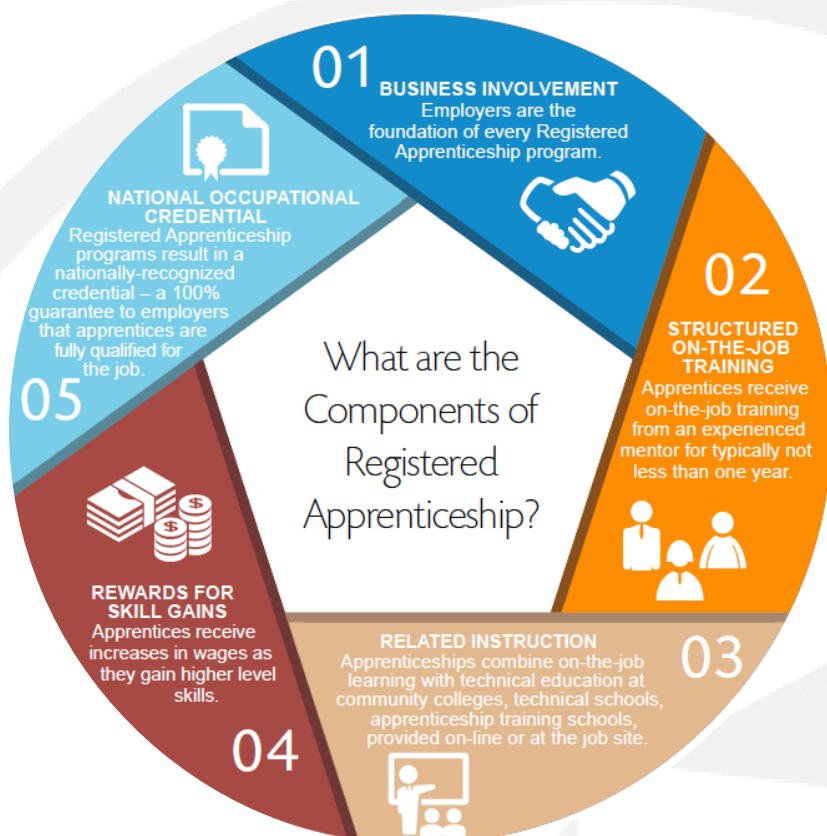
Apprentices begin work at the start of their program and continue through different levels of specific training until the completion of their apprenticeship.

Why Registered Apprenticeship?

Apprenticeships have a great "Return on Investment" for companies who use the program. **\$1.46 for every \$1.00** with a **94%** retention rate after completion of program. Employers who utilize apprentices report higher productivity, higher retention rates and a substantial return on investment.

Apprenticeship programs allow customized training to meet their needs. Industry driven standards utilizing time-based training, competency-based training, or a hybrid of both for enhanced effectiveness.

Certifications earned through Registered Apprenticeship programs are recognized nationwide as portable industry credentials.



Funding Support:



- Provide Assistance With Curriculum Development
- Provide Subsidy For Training Program
- Provide Subsidy For Wages For Initial Employment



Start Creating a Registered Apprenticeship:

To start creating an apprenticeship program, submit a Pre-Application requesting information about apprenticeship at: <https://www.tn.gov/workforce/employers/training-redirect/grants-for-training.html>.



Registered Apprenticeship Myths:

1. Apprenticeships are only for trades people
2. People are better off going to college
3. Apprenticeships are only for people who did not do well in school
4. There is no support from businesses
5. Apprenticeships do not lead to full time work



Employer Benefits:

- Highly-Skilled Employees
- Reduced Turnover Costs
- Higher Productivity
- More Diverse Workforce
- Test Apprentice Applicants During The Selection Process
- Register All Apprentices
- Deliver Certificates Upon Completion Of Apprenticeships



Find an American Job Center:

Tennessee has a network of centers across the state, simultaneously servicing both employers and job seekers alike. Companies find ideal workers while candidates receive vital career information and services. <https://www.tn.gov/workforce/jobs-and-education/job-search1/find-local-american-job-center.html>.

Additional Employer Benefits:

- Tax Credit Opportunities: The Internal Revenue Service provides tax credits to employers that hire qualifying employees that have specific barriers to employment. The program is known as the Work Opportunity Tax Credit. Employers can receive tax credits as high as \$9,600 per qualifying employee. <https://www.tn.gov/workforce/employers/tax-and-insurance-redirect/apply-for-hiring-incentives/work-opportunity-tax-credit.html>
- Federal Bonding: Federal bonding is an insurance policy of \$5,000 provided by the federal government to a business for an employee that is considered high risk because of background or other barrier to employment. This is at no cost, to either the employer or employee, and protects the company in case of employee dishonesty. <https://www.tn.gov/workforce/employers/staffing-redirect/search-for-employees/federal-bonding-program.html>



Apprentice Steps:

1. Go to the American Job Center for help locating/ applying for apprenticeships in your area
2. Participate in apprenticeship interview
3. Complete apprenticeship application
4. Begin training



Apprentice Benefits:

- Increased Skills
- Higher Wages
- National Credential
- Career Advancement



Apprentice Wrap-Around Services:

- Child Care
- Transportation
- Tools
- Protective Clothing
- Fees for Testing